From:	Prince Erin - Superintendent on behalf of Prince Erin - Superintendent <ErinP@ckschools.org>
To:	Steve Adams; Beckon Jeanne - ADMIN; Zapatka Jeni - ADMIN; Beil David - ADMIN; Willson Rusty - RMS; Forbes Elizabeth - SR
Subject:	Re: [EXTERNAL] Are these teachers in the CKSD?
Date:	Wednesday, July 7, 2021 10:12:40 PM
Attachments:	image001.png image002.png

Mr. Adams,

I am in receipt of your public records request.

Dr. Prince

Erin Prince, Ph.D.
Superintendent
Central Kitsap School District

From: Steve Adams <steven.adams7140@yahoo.com>
Sent: Wednesday, July 7, 2021 9:41 PM
To: Prince Erin - Superintendent; Beckon Jeanne - ADMIN; Zapatka Jeni - ADMIN; Beil David - ADMIN; Willson Rusty - RMS; Forbes Elizabeth - SR
Subject: Re: [EXTERNAL] Are these teachers in the CKSD?

Ms. Prince -
Consider this a Public Records Act / Freedom of Information Act request. I am requesting all emails written to or by Central Kitsap School District employees that contain the following words, phrases, names and/or terms. I am requesting these emails date back to May 8th, 2019 and continue through today, July 7, 2021.

The emails I am requesting contain the following words, phrases, names and/or terms:
Central Kitsap School District Board Policy 0030 - Equity
Equity
Educational equity
Equitable access
Equity teams
Equity lens
Workforce equity
Disparities in achievement
Inclusive environment
Culturally specific expertise
Partnership
Differentiated resources
Critical race theory
Critical theory
CRT
SEL
Social emotional learning
Transformative social emotional learning
Cultural responsive teaching

Cultural competency
Diversity
DEI
Professional development
Metrics
Measurable outcomes
Black Lives Matter
BLM
Social justice
Race
Racist
Racism
Systemic racism
Structural racism
White
Black
George Floyd
Breonna Taylor
Philando Castile
Ibram Kendi
Kitsap Youth Activism Team
Social Justice Movements in America
Social movements
Antebellum abolitionism
Cisheteropatriarchy
Reparations
Fight back
Black power
Oppressor
Oppressed
Marxism
Marxist doctrine
White privilege
Privilege
White supremacy
Patriarchy
Anti-blackness
Anti-indigeneity
Ableism
Anti-crt
Empire
Intersectionality
Intersectional
1619 Project
Zinn Education Project
National days of action
Racial honesty
Core tenets
National Education Association
American Federation of Teachers

Ethnic studies
NBI 39
New business item 39
Conservative
Far right
Alt right

In addition to this list of terms, I would also like to request the following:
-The names of any and all contracted organizations hired to teach any sort of cultural sensitivity/ethnic/CRT/anti-racism/systemic racism/diversity/SEL/cultural responsive teaching/cultural competency/professional development/culturally specific expertise/equity training provided to district employees, whether it was mandatory or not
-The date training occurred
-The title and description of the training
-The amount of money paid to the contractor for the training
-The district's desired outcome from the training
-The number of employees present at each training event

Had you just stuck to using the term CRT, like the NEA prefers, this FOIA would have been much easier for your employees to complete.

Please let me know when this request has been completed and I will come pick it up.

Regards,
Steve Adams

-------- Original message --------
From: Prince Erin - Superintendent <ErinP@ckschools.org>
Date: 7/1/21 10:33 PM (GMT-08:00)
To: Steve Adams <steven.adams7140@yahoo.com>, Beckon Jeanne - ADMIN <jeanneb@ckschools.org>, Zapatka Jeni - ADMIN <JENIZ@ckschools.org>, Beil David - ADMIN <DavidB@ckschools.org>, Willson Rusty - RMS <RustyW@ckschools.org>, Forbes Elizabeth - SR <ElizabethF@ckschools.org>
Subject: Re: [EXTERNAL] Are these teachers in the CKSD?

Steve,

I have received your most recent email and either I will, or Jeni will respond after the holiday weekend.

Have a good weekend.

Erin Prince

Erin Prince, PhD

Superintendent

Central Kitsap School District

360-662-1615

From: Steve Adams <steven.adams7140@yahoo.com>
Date: Wednesday, June 30, 2021 at 6:53 PM
To: Prince Erin - Superintendent <ErinP@ckschools.org>, Beckon Jeanne - ADMIN <jeanneb@ckschools.org>, Jeni Zapatka <JENIZ@ckschools.org>, David Beil <DavidB@ckschools.org>, Rusty Willson <RustyW@ckschools.org>, Elizabeth Forbes <ElizabethF@ckschools.org>
Subject: Re: [EXTERNAL] Are these teachers in the CKSD?

Ms Prince -

You did this in your last email below:

"School boards that are implementing critical race theory-infused programming should not follow the media's lead and gaslight parents by claiming that they are "not teaching critical race theory" on the grounds that they are not assigning academic journal articles by self-avowed critical race theorists. Because the more parents look into it, the more may realize that although their schools might not assign canonical critical race theory academic journal articles, they are teaching "in" critical race theory."

https://www.dailysignal.com/2021/06/29/stop-gaslighting-parents-on-critical-race-theory/

Concerned parents see you and your intent. And by the way, neither yourself nor anyone else has answered my question asked 5x below.

Regards,

Steve Adams

-------- Original message --------

From: Prince Erin - Superintendent <ErinP@ckschools.org>

Date: 6/28/21 11:19 AM (GMT-08:00)

To: Steve Adams <steven.adams7140@yahoo.com>, Beckon Jeanne - ADMIN <jeanneb@ckschools.org>, Zapatka Jeni - ADMIN <JENIZ@ckschools.org>, Beil David - ADMIN <DavidB@ckschools.org>, Willson Rusty - RMS <RustyW@ckschools.org>, Forbes Elizabeth - SR <ElizabethF@ckschools.org>

Subject: Re: [EXTERNAL] Are these teachers in the CKSD?

Good Morning Steve,

My understanding is that a meeting has been set up with Ms. Zapatka to discuss your concerns. What I can add to this thread is that our staff, teachers and administrators are all held to the highest standards and expectations set by the state of Washington. There are set standards for content taught in our schools and our administrators supervise and ensure our teachers are upholding these standards.

The intent of Senate Bill 5044, that Governor Inslee signed into law recently, is to provide training to school employees and school board members around equity and inclusion. Two years ago, our school board approved CKSD School Board Policy 0030 – Equity. Much of what is required by the new legislation is already being addressed by this policy. Since this new bill was signed into law, we have received some questions about critical race theory. We have no specific curriculum that addresses critical race theory for students. We continue to focus on equity, inclusion and diversity in our school district to ensure a quality and successful learning environment where all students can feel valued, appreciated, and heard.

If you have specific concerns regarding what is taught or how in your child's classroom, please connect with Principals Forbes and Willson.

Enjoy your day and stay as cool as possible.

Erin Prince

Erin Prince, PhD

Superintendent

Central Kitsap School District

360-662-1615

From: Steve Adams <steven.adams7140@yahoo.com>
Date: Sunday, June 27, 2021 at 12:50 AM
To: Beckon Jeanne - ADMIN <jeanneb@ckschools.org>, Jeni Zapatka <JENIZ@ckschools.org>, Prince Erin - Superintendent <ErinP@ckschools.org>, David Beil <DavidB@ckschools.org>, Rusty Willson <RustyW@ckschools.org>, Elizabeth Forbes <ElizabethF@ckschools.org>
Subject: Re: FW: [EXTERNAL] Are these teachers in the CKSD?

Ms Prince -

Just wondering if folks in the To: line just forgot to provide a response. The question is so simple but yet NO ONE wants to answer. I'll post it again.

You have multiple teachers in your district [good chance there are more than the 2 identified by Ms Zapatka] who have stated online, for the entire world to see, that regardless of anything or anyone their intent is to teach Critical Race Theory, at all cost. They have pledged to all they will be defiant and do it regardless of state law, CKSD curriculum, and/or parental objections.

Ms Zapatka clearly stated that your district employees are protected by our 1st Amendment right to make such defiant statements to the district, the state and to concerned parents. NOBODY has disagreed with this. In most professions, silence means consent.

Again, how are YOU dealing with these rogue employees right now knowing full well they pledged to the world to do what they want? Or, does the district give them a pass under the 1st Amendment as was stated below?

Regards,

Steve Adams

-------- Original message --------

From: Steve Adams <steven.adams7140@yahoo.com>

Date: 6/25/21 11:13 AM (GMT-08:00)

To: Beckon Jeanne - ADMIN <jeanneb@ckschools.org>, Zapatka Jeni - ADMIN <JENIZ@ckschools.org>, Prince Erin - Superintendent <ErinP@ckschools.org>, Beil David - ADMIN <DavidB@ckschools.org>, Willson Rusty - RMS <RustyW@ckschools.org>, ElizabethF@ckschools.org

Subject: Re: FW: [EXTERNAL] Are these teachers in the CKSD?

Ms Beckon -

My concern and question is very simple and succinct. I see no reason why you or any of the staff listed can't answer here. I'll pose it again.

You have multuple teachers in your district [good chance there are more than the 2 identified by Ms Zapatka] who have stated online, for the entire world to see, that regardless of anything or anyone their intent is to teach Critical Race Theory, at all cost. They have pledged to all they will be defiant and do it regardless of state law, CKSD curriculum, and/or parental objections.

Ms Zapatka clearly stated that your district employees are protected by our 1st Amendment right to make such defiant statements to the district, the state and to concerned parents. In your email reply, you did not disagree with this.

Again, how are YOU dealing with these rogue employees right now knowing full well they pledged to the world to do what they want? Or, does the district give them a pass under the 1st Amendment as was stated below?

Regards,

Steve Adams

360 510 7140

-------- Original message --------

From: Beckon Jeanne - ADMIN <jeanneb@ckschools.org>

Date: 6/25/21 9:46 AM (GMT-08:00)

To: Steve Adams <steven.adams7140@yahoo.com>, Zapatka Jeni - ADMIN <JENIZ@ckschools.org>, Prince Erin - Superintendent <ErinP@ckschools.org>, Beil David - ADMIN <DavidB@ckschools.org>, Willson Rusty - RMS <RustyW@ckschools.org>

Subject: Re: FW: [EXTERNAL] Are these teachers in the CKSD?

Good morning Mr. Adams,

I am writing on behalf of these you addressed your email. We would be happy to discuss your concerns further. Our Supt and myself are on vacation today and Monday. We will love to sit down and listen more to your concerns and have an opportunity to respond. We will reach out early next week to see if there is a convenient time.

Thank you

Get Outlook for iOS

From: Steve Adams <steven.adams7140@yahoo.com>
Sent: Thursday, June 24, 2021 9:20:12 PM
To: Zapatka Jeni - ADMIN <JENIZ@ckschools.org>; Beckon Jeanne - ADMIN <jeanneb@ckschools.org>; Prince Erin - Superintendent <ErinP@ckschools.org>; Beil David - ADMIN <DavidB@ckschools.org>; Willson Rusty - RMS <RustyW@ckschools.org>
Subject: RE: FW: [EXTERNAL] Are these teachers in the CKSD?

Ms Zapatka -

You stated, "Teachers have rights to sign any petitions they wish. We do not interfere with staff 1st Amendment rights."

Does this include the district's backing if a district employee signs a petition to establish a KKK local chapter in Silverdale? How about a petition to limit CKSD schools to whites only?

Do district employees get a pass under the 1st Amendment if they choose to refer to my Chinese and Filipina children as "chinks" or "flips"? Would you like to walk back your very divisive and dangerous statements regarding district employees being able to say whatever they want?

Superintendant Prince et al - Can I get someone else to take over this conversation, someone else who won't speak in vanilla and vague terms? I still want to know the repurcussions that will be levied upon faculty members involved with teaching any unauthorized racist and marxist curriculum, specifically CRT.

After all, you do have teachers in the district who have vowed to teach what they want regardless of me, you, the taxpayers or the OSPI. There are at least 2 in the CKSD as pointed out by Ms Zapatka on this list:

https://www.dailywire.com/news/here-are-the-thousands-of-teachers-who-say-theyre-willing-to-violate-law-to-keep-pushing-crt

How are YOU dealing with these rogue employees right now knowing full well they pledged to the world to do what they want? Or does the district give them a pass under the 1st Amendment as Ms Zapatka stated?

Regards,

Steve Adams

360 510 7140

-------- Original message --------

From: Zapatka Jeni - ADMIN <JENIZ@ckschools.org>

Date: 6/24/21 1:00 PM (GMT-08:00)

To: steven.adams7140@yahoo.com

Cc: Beckon Jeanne - ADMIN <jeanneb@ckschools.org>

Subject: FW: [EXTERNAL] Are these teachers in the CKSD?

Mr. Adams,

As the Interim Director of Equity for Central Kitsap Schools I am responding on behalf of our Assistant Superintendent, Jeanne Beckon. *We received a similar email from another parent with the same last name. If you are in fact from the same family, I would be happy to meet with you both together.*

First, thank you for reaching out to us. We appreciate when our community reaches out to us to find out our position directly, often times, with social media, stories are told that are not always accurate. And with us discussing the expectations in CKSD we can be telling more of a common story in the community.

From the list you sent, there are actually two teachers in CKSD. The others are not district employees. Teachers have rights to sign any petitions they wish. We do not interfere with staff 1st Amendment rights. We can enforce our district policies. Staff are encouraged to teach an inclusive history, and provide multiple perspectives in instructional resources. I am happy to meet you at our Curriculum Resource Center so you can preview our curriculum, or share with you our scope and sequences for our secondary social studies course. We expect our teachers to teach the instructional learning standards adopted by the State of Washington. District policy requires staff to inform families of any potential controversial materials or presentations so that families can chose to opt their child out of the presentation, lesson or unit (if appropriate).

If you have a concern about a specific course or curriculum please reach out to the teacher and ask questions. If you are not satisfied, connect with the building administrator. If you still have some concerns, I would be willing to meet about a specific lesson, unit or activity. We want to partner with our families and respect parent advocacy for their child.

Please let me know if you would like to discuss this in person, over a zoom or on the phone.

Jeni Zapatka

Interim Director of Equity

360-662-1712

From: Steve Adams <steven.adams7140@yahoo.com>
Sent: Wednesday, June 23, 2021 9:09:50 PM

To: Beckon Jeanne - ADMIN <jeanneb@ckschools.org>
Subject: [EXTERNAL] Are these teachers in the CKSD?

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I am reading from a list of Washington state teachers who have vowed to teach CRT regardless of any decision a school board or legislative body decides.

Obviously in Washington it has been legislated that CRT will be taught to all educators. It has not been legislated that it will be taught to students.

Your district has a few who have put their names on this list.

That is beyond troubling to me - as a parent and as an educator. That tells me that you have teachers who will choose to not be unbiased in their classroom. That tells me you have teachers who feel they are better than any law or decision that may come down. That tells me you have hired radical individuals who do not need to be influencing the minds of our children, especially behind closed doors.

CKSD has worked hard for transparency this year. Eyes have been on remote learning and believe me, I've been in contact with every teacher my children see or learn from.

I am posting the teachers names who have signed this pledge and I'm including the link to the article. School may be out but parents are watching, organizing and not going to put up with any teachers who use their position to be biased and teach untruths about this country and the unprecedented opportunities that are available for all citizens who live here.

I truly hope these names are not part of CKSD. If they are I expect that you will bring attention to them and remind them that their classrooms are funded with tax payers dollars, as are their salaries. Your community does not support Racist or Marxist content in the classroom.

Colby Ostheimer

Jenn Rumpke, Jennifer Rumpke

Michelle Ring

Michelle Power

Christopher Kozina, Déana Scipio, Katy Curtis

https://www.dailywire.com/news/here-are-the-thousands-of-teachers-who-say-theyre-willing-to-violate-law-to-keep-pushing-crt

If I find any teachers in the CKSD teaching an unauthorized curriculm and specifically CRT, you have my word that I will mobilize every parent and concerned citizen I can find in the region and I will personally deliver them to YOUR door to let you know none of this is acceptable. As a military retiree I really have nothing better to do than mobilize conservative parents in the name of protecting our children against racism and marxism.

Try me!

Regards,

Steven Adams

360 510 7140